

Memorandum of Understanding
between
STATE OF MONTANA
DEPARTMENT OF NATURAL RESOURCES AND CONSERVATION
and
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS
LODGES NO. 231, NO. 88 and NO. 622
DISTRICT LODGE NO. 86

Re: Alternate Work Schedule

The intent of this MOU is to establish a procedure for bargaining members to adopt alternate work schedules that support agency objectives, promote efficient use of time and resources and are consistent in implementation.

The alternate work schedule is defined as four (4) consecutive work days, each work day consisting of ten (10) hours between 7:00 a.m. and 5:30 p.m. with one half-hour (1/2) hour unpaid lunch break. The alternate work schedule week shall consist of forty (40) hours; that is, four (4) work days. Which days are worked and which are taken off are determined by seniority. Start times shall not be altered without mutual agreement.

When an alternative work schedule is in effect, all hours worked over ten (10) in a work day or forty (40) hours in a work week will be compensated at the rate of one and one-half (1 1/2) times regular hourly wage.

In order to request an alternate work schedule the bargaining member shall submit the form found in the DNRC Policy #3-0220, Work Schedules to their direct supervisor. The request needs to be approved up through the Fire and Aviation Management Bureau Chief. A copy of the final approved form needs to be forwarded to DNRC Human Resource Bureau.


Management's approval of an alternative work schedule must be in the best interest of the Department. Management may temporarily suspended or permanently withdraw alternative work schedules but must give at least 24 hour notice before doing so. Management may revoke an alternative work schedule if it believes the schedule is no longer in the best interest of the department. When possible, changes in work schedule will occur at the beginning of the next pay period.


Alternate work schedules are a privilege and not an automatic right and any abuse of the privilege may result in immediate termination of the alternate work schedule. Abuse of an approved work schedule may result in disciplinary action.

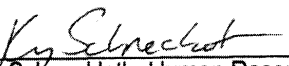
Dated this 14th day of Aug, 2010 ^{PS}
2009


FOR: STATE OF MONTANA
OF DEPARTMENT OF NATURAL
RESOURCES AND CONSERVATION

FOR: INTERNATIONAL ASSOCIATION
MACHINISTS AND AREOSPACE
WORKERS, LODGES NO. 231,
NO. 88 AND NO. 622, DISTRICT
LODGE NO. 86


Mary Sexton, Director
Department of Natural Resources
And Conservation


Kevin Cummings, GLR
International Association of Machinists


Kerry Schneckloth, Human Resource Manager
Department of Natural Resources
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State Office of Labor Relations